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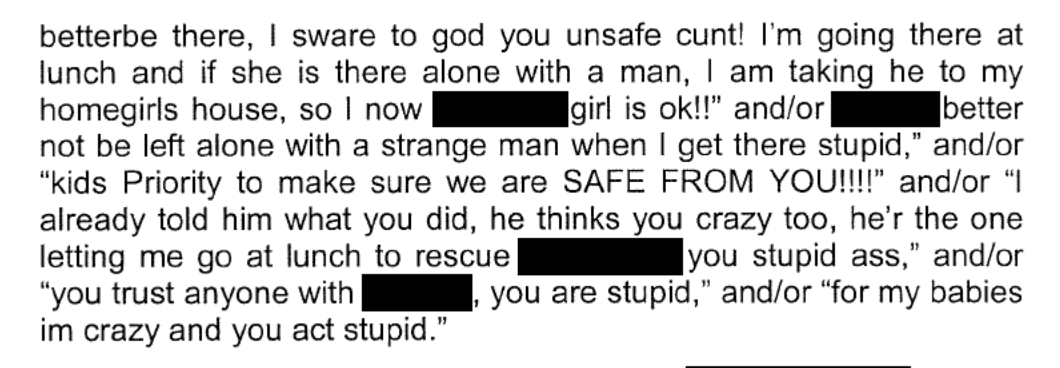
IAB IV 2293780

The evidence in this investigation supports the following charges:

1. That in violation of Manual of Policy and Procedures, Section(s) 3-01/030.05, General Behavior; and/or 3-01/050.10, Performance to Standards; and/or 3-01/030.16, Family Violence; and/or 3-01/030.15, Conduct Toward Others; and/or 3-01/000.10, Professional Conduct; and/or 3-01/030.85, Derogatory Language; and/or 3-01/030.10, Obedience to Laws, Regulations, and Orders (as it pertains to Criminal Threats 422 P.C.), on or about July 27, 2011, Subject Reed, failed to conform to the work standards established for his rank when he used his cellular telephone and contacted [redacted] of his [redacted] and intentionally antagonized her by using coarse, profane and threatening language which communicated criminal threats based on their [redacted] Subject Reed has caused undue embarrassment, and/or damaged the Department's reputation, and/or brought discredit to himself, and/or the Department as evidenced by, but not limited to the following:

   a. sending text messages to [redacted] between 5:37 AM and 8:30 AM, while off-duty, containing language to the effect of: "You better take [redacted] to [redacted] bitch leaving my [redacted] with strangers," and/or "If anyone touches my [redacted] you stupid unsafe neglecting bitch. I will kill you [redacted] You dumb ass bitch," and/or "bitch take [redacted] to [redacted] and/or "You bitch! You leave my babies around another man. I will fucken kill you," and/or "Bitch get [redacted] Isware to god," and/or "I don't give a fuck! Take my [redacted] to [redacted]! I sware to god I will fucken brake your fucken neck bitch," and/or "No man watches my [redacted] alone! I will fucken kill you," and/or "[redacted] has other kids around that can talk and say if something is bad bitch [redacted] cant watch. Don't make me fight you cuz i will hurt you for my [redacted]" and/or "I sware to god im going there at lunch. I hate you," and/or "your [redacted] touched you didn't he bitch," and/or "you said when you stayed on the eastcoast when you were young and I see case everyday in court bitch! Get my [redacted] now," and/or words to that effect, and/or;

   b. sending text messages to [redacted] between 8:30 AM and 11:30 AM, while on-duty, containing language to the effect of: "Fuck you, don't leave [redacted] with strangers or my [redacted] alone with a man. Bitch!" and/or "Get [redacted] there I will be there at noon to take her somewhere else. You better never leave my [redacted] alone with a man again or I will kill you!" and/or "You better stop being so stupid with are [redacted]" and/or [redacted] aen't picking up his phone he


betterbe there, I sware to god you unsafe cunt! I'm going there at lunch and if she is there alone with a man, I am taking he to my homegirls house, so I now [redacted] girl is ok!!" and/or [redacted] better not be left alone with a strange man when I get there stupid," and/or "kids Priority to make sure we are SAFE FROM YOU!!!!" and/or "I already told him what you did, he thinks you crazy too, he'r the one letting me go at lunch to rescue [redacted] you stupid ass," and/or "you trust anyone with [redacted], you are stupid," and/or "for my babies im crazy and you act stupid."

c. stating in a voicemail message sent to [redacted] cellular telephone, words to the effect of: "Listen. I swear to god. If [redacted] is over there with that mother fucking nigger, when I get fucking off work, in fact, fuck that, I'm coming over there at lunch time, when I go to lunch, I'm going over there to your house. If [redacted] there, I'm going to take her over to a female's house that I fucking trust, and I swear to God, you won't fucking see her tonight. You let [redacted] stay over there with a man, I will fucking kill you, you God damn bitch."

d. being named as a suspect in a Criminal Threats crime report (911-05809-1516-339) and served an Emergency Protective Order (T113324).

e. sending text message to [redacted] at 10:47 AM, in an attempt to dissuade [redacted] from bringing this matter to the attention of law enforcement and/or the Department by stating words to the effect of: "I already told him what you did, he thinks you crazy too, he'r the one letting me go at lunch to rescue [redacted] you stupid ass."

2. That in violation of Manual of Policy and Procedures, Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations, on or about July 27, 2011, Subject Reed failed to make full, complete, and/or truthful statements during a Departmental internal investigation as evidenced by, but not limited to the following:

   a. stating he has "taken a lot of 288 cases on ride-alongs," when specifically asked if he has ever written any criminal complaints or crime reports, and/or;

b. stating, "I said a Sergeant…if I told the Sergeant what was going on, they would probably send me to go rescue my kids into that situation," when asked if he specifically told [redacted] that a sergeant told him to go home and rescue his [redacted]

3. That in violation of Manual Policy and Procedures, Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations, on or about September 27, 2012, Subject Reed failed to make full, complete, and/or truthful statements during a Departmental internal investigation as evidenced by, but not limited to the following:

   a. stating in response to questions regarding his relationship or knowledge of [redacted], "I don't know him. I didn't characterize him as anything except somebody that was supposed to be there to help the [redacted] with math homework," and/or "To the best of my knowledge I believe that was the first time I think I've ever spoke with him," and/or "If I was there, I wouldn't have known who he was," and/or words to that effect.

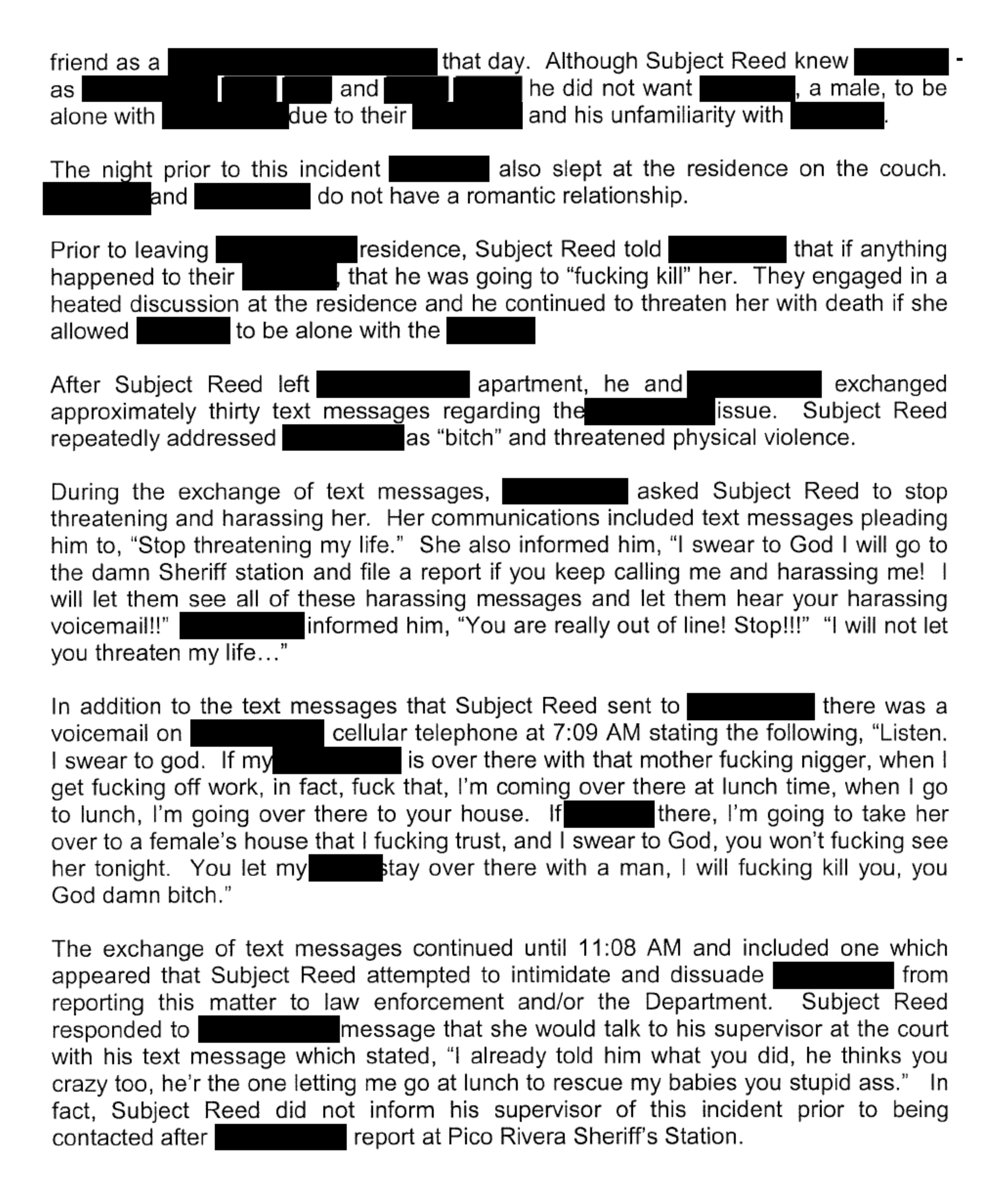
CASE SUMMARY

On July 27, 2011, Subject Reed, a deputy assigned to Downey Superior Court, had a disagreement with [redacted] the [redacted] at her residence at approximately 5:00 AM. Their disagreement and discussions continued into the day even while Subject Reed was at work. Numerous cellular telephone text messages were exchanged between the couple which contained profane and threatening communications. Subject Reed's text messages included language where he directly and implicitly threatened to kill [redacted] reported his behavior to the Pico Rivera Sheriff's Station where a Criminal Threats (911-05809-1516-339) crime report and Emergency Protective Order (T113324) against Subject Reed was generated.

Internal Criminal Investigations Bureau personnel investigated the incident and learned that the protracted argument was based on Subject Reed's opposition to [redacted] choice of a male [redacted] for [redacted].

[redacted] and Subject Reed have [redacted], a [redacted], [redacted] and a [redacted]

On the morning of July 27, 2011, and after spending the night at [redacted] residence, Subject Reed learned that [redacted] intended to use [redacted] a male



friend as a [redacted] that day. Although Subject Reed knew [redacted] - as [redacted] and [redacted] he did not want [redacted], a male, to be alone with [redacted] due to their [redacted] and his unfamiliarity with [redacted].

The night prior to this incident [redacted] also slept at the residence on the couch. [redacted] and [redacted] do not have a romantic relationship.

Prior to leaving [redacted] residence, Subject Reed told [redacted] that if anything happened to their [redacted], that he was going to "fucking kill" her. They engaged in a heated discussion at the residence and he continued to threaten her with death if she allowed [redacted] to be alone with the [redacted]

After Subject Reed left [redacted] apartment, he and [redacted] exchanged approximately thirty text messages regarding the [redacted] issue. Subject Reed repeatedly addressed [redacted] as "bitch" and threatened physical violence.

During the exchange of text messages, [redacted] asked Subject Reed to stop threatening and harassing her. Her communications included text messages pleading him to, "Stop threatening my life." She also informed him, "I swear to God I will go to the damn Sheriff station and file a report if you keep calling me and harassing me! I will let them see all of these harassing messages and let them hear your harassing voicemail!!" [redacted] informed him, "You are really out of line! Stop!!!" "I will not let you threaten my life..."

In addition to the text messages that Subject Reed sent to [redacted] there was a voicemail on [redacted] cellular telephone at 7:09 AM stating the following, "Listen. I swear to god. If my [redacted] is over there with that mother fucking nigger, when I get fucking off work, in fact, fuck that, I'm coming over there at lunch time, when I go to lunch, I'm going over there to your house. If [redacted] there, I'm going to take her over to a female's house that I fucking trust, and I swear to God, you won't fucking see her tonight. You let my [redacted] stay over there with a man, I will fucking kill you, you God damn bitch."

The exchange of text messages continued until 11:08 AM and included one which appeared that Subject Reed attempted to intimidate and dissuade [redacted] from reporting this matter to law enforcement and/or the Department. Subject Reed responded to [redacted] message that she would talk to his supervisor at the court with his text message which stated, "I already told him what you did, he thinks you crazy too, he'r the one letting me go at lunch to rescue my babies you stupid ass." In fact, Subject Reed did not inform his supervisor of this incident prior to being contacted after [redacted] report at Pico Rivera Sheriff's Station.

Soon after [redacted] filed a criminal complaint against Subject Reed, Captain Anselmo Gonzalez and Lieutenant J. Casey Bald contacted Subject Reed at Downey Superior Court. Personnel from the Internal Criminal Investigations Bureau interviewed Subject Reed and served him with an Emergency Protective Order. He admitted to using threats, coarse and profane language against [redacted] He also stated he had no intent to kill her.

On May 4, 2012, the Los Angeles County District Attorney's Office declined to file criminal charges against Subject Reed based on lack of sufficient evidence.

On July 11, 2012, Subject Reed admitted in a Department internal administrative investigation the disagreement was based on [redacted] intention to leave their [redacted] with [redacted] He described [redacted] as a stranger who [redacted] had just met, and someone he didn't know at all and/or ever seen, and/or never had any interaction with, and as a gangster-type. This description of his interactions with [redacted] contradicted what he told the Internal Criminal Investigative personnel. Within the criminal investigation, he described [redacted] as a [redacted] who he felt did not present a safety concern for his family. He even described instances where [redacted] shared beers and/or visited at Subject Reed's home. [redacted] and [redacted] confirmed that he was exposed to Subject Reed prior to this incident in family and social settings.

Subject Reed admitted to telling [redacted] on July 27, 2011, while in her home that if anything happened to his [redacted] that he was going to "fucking kill" her and that she would be dead. Subject Reed admitted to sending the text messages prior to going on-duty at 8:30 AM and the others sent while he was on-duty. Subject Reed said he sent the voicemail to [redacted] on his personal cellular telephone and did not use County equipment for this purpose.

Subject Reed stated when he described [redacted] as a "mother fucking nigga" on a voicemail, he used the term as slang words and that it did not mean anything toward his ethnicity, race or religion. He said that he used the term because he was angry and couldn't recall [redacted] name.

On September 27, 2012, Subject Reed stated in a Department internal administrative interview [redacted] was at [redacted] apartment on July 26, 2011 to [redacted] her in [redacted] and this was the "first time" they met. Subject Reed also said he had no negative perceptions of [redacted]

Subject Reed stated to Internal Criminal Investigations Bureau personnel that he has "taken a lot of 288 cases" on ride-alongs." Subject Reed said he participated in approximately eight ride-alongs at Lakewood Station between 2008 and 2011, where he "saw" approximately four incidents involving "288 cases", but specifically stated that he did not write any reports.

[redacted]

ASSESSMENT OF MITIGATING AND AGGRAVATING FACTORS
Severity of Infraction

The public and the Department rightfully expect exemplary performance by law enforcement officers, in both obedience to laws and in their cooperation with other officers, if the highest levels of public trust and credibility are to be maintained.

This incident of domestic violence in which Subject Reed was involved, revealed significant anger management issues that led to his investigation for Criminal Threats and an Emergency Protective Order. Such behavior is unacceptable as a Department

member. Subject Reed's actions brought discredit and embarrassment upon himself and/or the Department.

Subject Reed committed criminal threats toward Solla Korm where he expressed a desire to kill her.

Although [redacted] told Internal Criminal Investigations Bureau investigators and Pico Rivera Sheriff's Station personnel that Subject Reed's threats did not cause her fear or concern for her safety, it is possible that she is conditioned to be disingenuous possibly to protect her own self-interest by ensuring that she doesn't jeopardize Subject Reed's employment with the Department which could impact her financially. Despite her resignations, his actions as a deputy sheriff were still afoul of the Department's Core Values and standards of behavior.

<u>Degree of Culpability</u>

The offenses in this investigation were committed solely by the Subject.

<u>Intent, Truthfulness and Acceptance of Responsibility</u>

The Subject acknowledged that he sent the text messages and at least one voicemail to [redacted] cellular phone.

Subject Reed statements during his Department internal interviews regarding his prior contact with [redacted] were incomplete, and/or untruthful. Subject Reed was untruthful in his statement related to a sergeant telling him to go home and rescue his [redacted] He appeared to use the statement during the incident to intimidate [redacted] from contacting the authorities and showed a continued pattern of deception in his attempt sanitize its meaning during the internal investigation.

Subject Reed did not take any responsibility for the serious nature of the threats he made toward [redacted] Subject Reed stated, "Those weren't threats to me at all. I was talking out of anger. I didn't threaten her in any way except talking very forceful like I do when I get very upset. Now was I threatening her life? No." Subject Reed described the words as "rude phrases" and "talking rough."

Subject Reed was untruthful regarding having written "288 cases" during patrol ride-alongs and recanted in later interviews saying he did not write any "288 reports" when he participated in Department patrol ride-alongs.

[redacted]



Leroy D. Baca, Sheriff

County of Los Angeles

Sheriff's Department Headquarters

4700 Ramona Boulevard
Monterey Park, California 91754-2169



January 16, 2013

Deputy Lorne Reed, #[redacted]

Dear Deputy Reed:

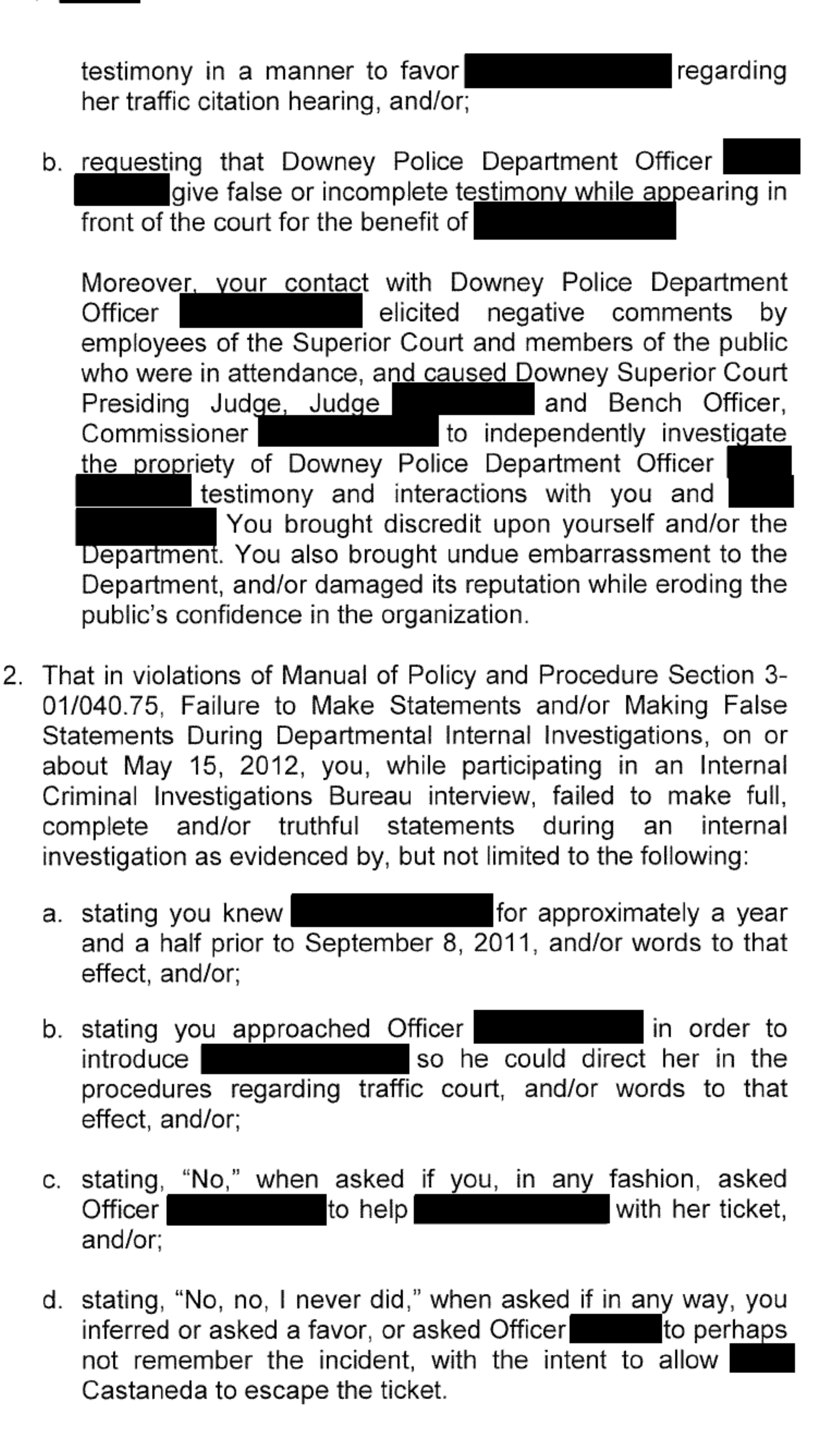
You are hereby notified that it is the intention of the Sheriff's Department to discharge you from your position of Deputy Sheriff, Item No. 2708A, with this Department, effective the close of business February 7, 2013.

Department investigations under IAB File Number IV2297154 and IV2293780 conducted by Internal Affairs Bureau, and coupled with your own statements, has established the following:

IAB File Number IV2297154

1. That in violation of Manual Sections 3-01/050.10, Performance to Standards; and/or 3-01/040.76, Obstructing an Investigation/Influencing a Witness; and/or 3-01/030.37, Unnecessary/Inappropriate Interference in an Investigation; and/or 3-01/000.10, Professional Conduct; and/or 3-01/030.05, General Behavior, on or about September 8, 2011, in Downey Superior Court, you, while on duty, failed to conform to work standards established for your position, and/or knowingly interfered with and/or unnecessarily interjected yourself into a proceeding at the court when you approached Court Bailiff Deputy [redacted] Court Clerk [redacted] and Downey Police Department Officer [redacted] in Department 1 of the Downey Superior Court and made inquiries regarding [redacted] pending appearance before the court as evidenced by, but not limited to the following:

   a. requesting of Downey Police Department Office [redacted] and/or encouraged him to present his courtroom



testimony in a manner to favor [redacted] regarding her traffic citation hearing, and/or;

b. requesting that Downey Police Department Officer [redacted] give false or incomplete testimony while appearing in front of the court for the benefit of [redacted]

Moreover, your contact with Downey Police Department Officer [redacted] elicited negative comments by employees of the Superior Court and members of the public who were in attendance, and caused Downey Superior Court Presiding Judge, Judge [redacted] and Bench Officer, Commissioner [redacted] to independently investigate the propriety of Downey Police Department Officer [redacted] testimony and interactions with you and [redacted] You brought discredit upon yourself and/or the Department. You also brought undue embarrassment to the Department, and/or damaged its reputation while eroding the public's confidence in the organization.

2. That in violations of Manual of Policy and Procedure Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations, on or about May 15, 2012, you, while participating in an Internal Criminal Investigations Bureau interview, failed to make full, complete and/or truthful statements during an internal investigation as evidenced by, but not limited to the following:

   a. stating you knew [redacted] for approximately a year and a half prior to September 8, 2011, and/or words to that effect, and/or;

   b. stating you approached Officer [redacted] in order to introduce [redacted] so he could direct her in the procedures regarding traffic court, and/or words to that effect, and/or;

   c. stating, "No," when asked if you, in any fashion, asked Officer [redacted] to help [redacted] with her ticket, and/or;

   d. stating, "No, no, I never did," when asked if in any way, you inferred or asked a favor, or asked Officer [redacted] to perhaps not remember the incident, with the intent to allow [redacted] Castaneda to escape the ticket.

3. That in violations of Manual of Policy and Procedure Section 3-01/040.75, Failure to Make Statements and/or Making False

Statements During Departmental Internal Investigations, on or about November 1, 2012, you, while participating in an Internal Criminal Investigations Bureau interview, failed to make full, complete, and/or truthful statements during an internal investigation as evidenced by, but not limited to the following:

a. stating, "I can't recall exactly what we spoke about briefly with [redacted] It was me introducing him to her, and her to him, and she had questions which she conversated with him about. I wasn't really involved in that conversation. I shortly left after that," and/or words to effect, and/or;

b. stating, "I don't recall. I believe I let her speak as far as what information she had and questions she had for him and regarding her fighting her case," when asked if you asked Officer [redacted] if [redacted] should fight the citation, and/or words to that effect, and/or;

c. denying that you attempted in any way to convince Officer [redacted] to extend some sort of professional courtesy to get [redacted] citation dismissed, and/or;

d. stating, "No," when asked if you asked Officer [redacted] to testify that he "had no recollection about the facts of the ticket," and/or words to that effect, and/or;

e. stating, "he said nothing...at all," when asked if Officer [redacted] told you he cannot and was not going to say that he had no recollection of the facts of the ticket, and/or words to that effect

IAB File Number IV2293780,

1. That in violation of Manual of Policy and Procedures, Section(s) 3-01/030.05, General Behavior; and/or 3-01/050.10, Performance to Standards; and/or 3-01/030.16, Family Violence; and/or 3-01/030.15, Conduct Toward Others; and/or 3-01/000.10, Professional Conduct; and/or 3-01/030.85, Derogatory Language; and/or 3-01/030.10, Obedience to Laws, Regulations, and Orders (as it pertains to Criminal Threats 422 P.C.), on or about July 27, 2011, you, failed to conform to the work standards established for your rank when you used your cellular telephone and contacted [redacted] the [redacted] and intentionally antagonized her by using coarse, profane and threatening language which communicated criminal threats based on your [redacted] You caused undue embarrassment, and/or damaged the Department's reputation, and/or brought discredit to yourself, and/or the Department as evidenced by, but not limited to the following:

a. sending text messages to [redacted] between 5:37 AM and 8:30 AM, while off-duty, containing language to the effect of: "You better take [redacted] to [redacted] bitch leaving [redacted] with strangers," and/or "If anyone touches [redacted] you stupid unsafe neglecting bitch. I will kill you [redacted] You dumb ass bitch," and/or "bitch take [redacted] to [redacted]" and/or "You bitch! You leave [redacted] around another man. I will fucken kill you," and/or "Bitch get [redacted] Isware to god," and/or "I don't give a fuck! Take my [redacted] to [redacted] I sware to god I will fucken brake your fucken neck bitch," and/or "No man watches my [redacted] alone! I will fucken kill you," and/or "[redacted] has other kids around that can talk and say if something is bad bitch [redacted] cant watch. Don't make me fight you cuz i will hurt you for [redacted]" and/or "I sware to god im going there at lunch. I hate you," and/or "your [redacted] touched you didn't he bitch," and/or "you said when you stayed on the [redacted] when you were young and I see case everyday in court bitch! Get my [redacted] now," and/or words to that effect, and/or;

b. sending text messages to [redacted] between 8:30 AM and 11:30 AM, while on-duty, containing language to the effect of: "Fuck you, don't leave [redacted] with strangers or [redacted] alone with a man. Bitch!" and/or "Get [redacted] there I will be there at noon to take her somewhere else. You better never leave [redacted] alone with a man again or I will kill you!" and/or "You better stop being so stupid with [redacted]" and/or "[redacted] aen't picking up his phone he betterbe there, I sware to god you unsafe cunt! I'm going there at lunch and if she is there alone with a man, I am taking he to my homegirls house, so I now [redacted] is ok!!" and/or "[redacted] better not be left alone with a strange man when I get there stupid," and/or "[redacted] Priority to make sure we are SAFE FROM YOU!!!!" and/or "I already told him what you did, he thinks you crazy too, he'r the one letting me go at lunch to rescue [redacted] you stupid ass," and/or "you trust anyone with [redacted] you are stupid," and/or "for [redacted] im crazy and you act stupid."

c. stating in a voicemail message sent to [redacted] cellular telephone, words to the effect of: "Listen. I swear to god. If [redacted] is over there with that mother fucking nigger, when I get fucking off work, in fact, fuck that, I'm coming over there at lunch time, when I go to lunch, I'm going over there to your house. If [redacted] there, I'm going to take her over to a female's house that I fucking trust, and I swear to God, you won't fucking see her tonight. You let [redacted]

stay over there with a man, I will fucking kill you, you God damn bitch."

d. being named as a suspect in a Criminal Threats crime report (911-05809-1516-339) and served an Emergency Protective Order (T113324).

e. sending text message to [redacted] at 10:47 AM, in an attempt to dissuade [redacted] from bringing this matter to the attention of law enforcement and/or the Department by stating words to the effect of: "I already told him what you did, he thinks you crazy too, he'r the one letting me go at lunch to rescue [redacted] you stupid ass."

2. That in violation of Manual of Policy and Procedures, Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations, on or about July 27, 2011, you failed to make full, complete, and/or truthful statements during a Departmental internal investigation as evidenced by, but not limited to the following:

   a. stating you had "taken a lot of 288 cases on ride-alongs," when specifically asked if you had ever written any criminal complaints or crime reports, and/or;

   b. stating, "I said a Sergeant...if I told the Sergeant what was going on, they would probably send me to go rescue [redacted] into that situation," when asked if you specifically told [redacted] that a sergeant told you to go home and rescue [redacted] kids.

3. That in violation of Manual Policy and Procedures, Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations, on or about September 27, 2012, you failed to make full, complete, and/or truthful statements during a Departmental internal investigation as evidenced by, but not limited to the following:

   a. stating in response to questions regarding your relationship or knowledge of [redacted] "I don't know him. I didn't characterize him as anything except somebody that was supposed to be there to help [redacted] with math homework," and/or "To the best of my knowledge I believe that was the first time I think I've ever spoke with him," and/or "If I was there, I wouldn't have known who he was," and/or words to that effect.

Additional facts and grounds for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packets which are incorporated herein by reference.

You may respond to the intended action orally or in writing. In the event that you choose to respond orally to these charges, you have already been scheduled to meet with Chief Richard Barrantes, on February 7, 2013, at 1300 hours, in his office, which is located at 1000 South Fremont Avenue, Building A, 9E, 5th floor, Alhambra, California 91803. If you are unable to appear at the scheduled time and wish to schedule some other time prior to February 7, 2013, for your oral response, please call Chief Barrantes' secretary at [redacted] for an appointment.

If you choose to respond in writing, please call Chief Barrantes' secretary to cancel your scheduled appointment, and send your response to the facts contained in this letter to Chief Barrantes' office by no later than February 7, 2013.

Unless you are currently on some other type of authorized leave, pursuant to Rule 16.01 of the Los Angeles County Civil Service Commission Rules, effective immediately, you are on paid administrative leave which will continue during the fifteen (15) business days you have to respond to the intended discharge or until the conclusion of your pre-disciplinary hearing. If you are presently on an authorized leave, that leave will continue during the fifteen (15) business days you have to respond to the intended discharge, or until the conclusion of your pre-disciplinary hearing.

Failure to respond to this Letter of Intent within fifteen (15) business days will be considered a waiver of your right to respond and will result in the imposition of the discipline indicated herein.

If you did not receive the investigative material on which your discipline is based at the time you were served with this correspondence, you may contact the Internal Affairs Bureau at (323) 890-5300, to obtain a copy of the case file.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

LEROY D. BACA, SHERIFF

Alicia E. Ault, Captain
Internal Affairs Bureau

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures.

AEA:pmp

c: Advocacy Unit
Employee Relations Unit
Richard J. Barrantes, Chief, Court Services Division
Internal Affairs Bureau
Office of Independent Review (OIR)
(File #IV2297154 & IV2293780)

LOS ANGELES COUNTY DISTRICT ATTORNEY
CHARGE EVALUATION WORKSHEET

X FELONY	AGENCY NAME LASD - INTERNAL AFFAIRS	DA CASE NO. 32396145	DATE 05/04/2012
MISDEMEANOR	AGENCY FILE NO. (DR OR URN) 911-00025-2003-441	DA OFFICE CODE J.S.I.D. #12-0301R	VICTIM ASSISTANCE REFERRAL ☐ YES – NOTIFY VWAP ☐ NO

SUSP NO.	SUSPECT	CODE	SECTION	OFFENSE DATE	REASON CODE
1	NAME (LAST, FIRST MIDDLE)) REED, LORNE	PC	422	07/27/2011	B
	DOB: / SEX (M/F): M / BOOKING NO.: / VIP Yes X No				
	___ Gang Member Name of Gang / ___ Victim Gang Member Name of Gang:				
	Victim Name: / Victim DOB:				
2	NAME (LAST, FIRST MIDDLE))				
	DOB / SEX (M/F) / BOOKING NO. / VIP -- Yes -- No				
	Gang Member Name of Gang / ___ Victim Gang Member Name of Gang:				
	Victim Name: / Victim DOB:				
3	NAME (LAST, FIRST MIDDLE))				
	DOB / SEX (M/F) / BOOKING NO. / VIP -- Yes -- No				
	Gang Member Name of Gang / ___ Victim Gang Member Name of Gang:				
	Victim Name: / Victim DOB:				

Comments

Suspect and victim are separated and have [redacted] together. Suspect was upset that victim was planning on having a [redacted] watch the [redacted] Suspect left a voicemail and sent text messages stating he would kill her if she left the friend watch the [redacted] Victim repeatedly told investigating officer she was not afraid of suspect and only afraid he would take the [redacted] People could not prove that suspect's statements caused victim to be in fear based on her statements and actions. She did not seek a permanent restraining order and told the investigating officer she did not want suspect prosecuted.

COMPLAINT DEPUTY (print)	COMPLAINT DEPUTY (SIGNATURE)	STATE BAR NO.	REVIEWING DEPUTY (SIGNATURE)
JAMES W. GARRISON/ap		157070	Sergio Gonzalez

I have conveyed all relevant information to the above-named Deputy District Attorney to be used in consideration of a filing decision.

FILING OFFICER (PRINT): SGT. JOHN KNIEST FILING OFFICER (SIGNATURE): mailed 5/9/12 SERIAL #: 00

DEPARTMENT OF JUSTICE REASON CODES (FORM 8715)			DISTRICT ATTORNEY'S REASON CODES
A. Lack of Corpus B. Lack of Sufficient Evidence C. Inadmissible Search/Seizure	D. Victim Unavailable/Declines To Testify E. Witness Unavailable/Declines to Testify F. Combined with Other Counts/Cases G. Interest of Justice	H. Other (indicate the reason in Comments section) I. Referred to Non-California Jurisdiction J. Deferred for Revocation of Parole K. Further Investigation	L. Prosecutor Prefiling Deferral M. Probation Violation filed in lieu of N. Referred to City Attorney for Misdemeanor Consideration

LAW OFFICES OF HAUSMAN & SOSA, LLP
Jeffrey M. Hausman, Esq., Bar No. 057251
Michael A. Heider, Bar No. 218776
18757 Burbank Boulevard, Suite 305
Tarzana, California 91356-6329
Telephone: (818)654-9000
Facsimile: (818) 654-9050

Attorney for: COUNTY OF LOS ANGELES SHERIFF'S DEPARTMENT

CIVIL SERVICE COMMISSION

COUNTY OF LOS ANGELES

In the Matter of the Discharge of LORNE REED Appellant, v. COUNTY OF LOS ANGELES SHERIFF'S DEPARTMENT, Respondent.	**CASE NO. 13-068** **SETTLEMENT AGREEMENT AND RELEASE**

This Settlement Agreement/Release ("Agreement" and/or "Settlement Agreement" and/or "Release") is entered into by and between Respondent COUNTY OF LOS ANGELES SHERIFF'S DEPARTMENT, THE COUNTY OF LOS ANGELES, the COUNTY OF LOS ANGELES' employees, agents, representatives, its attorneys, claims adjustors, investigators, insurers, elected officials, heirs, executors, administrators, successors, and/or assigns (hereinafter individually and/or collectively referred to as "Respondent" or "the Department" or "County" or "the County of Los Angeles") and LORNE REED, his attorneys, employees, agents, representatives, heirs, executors, administrators, successors, and assigns (hereinafter individually and/or collectively referred to as "Appellant" or "Mr. Reed").

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RECITALS

A. Appellant was employed with the LOS ANGELES COUNTY SHERIFF'S DEPARTMENT in the position of Deputy Sheriff.

B. Appellant and the Sheriff's Department are parties to the above captioned appeal which is currently pending before the Civil Service Commission of the County of Los Angeles ("Commission") and assigned CSC No. 13-068 ("civil service appeal").

C. On January 16, 2013, an intent to discharge letter was sent to Appellant. On February 12, 2013 the Sheriff's Department notified Appellant he was being discharged on February 7, 2013. Thereafter, Appellant appealed the discharge to the Commission and the Commission assigned this matter as Case No. 13-068.

D. The parties wish to resolve this dispute by this Agreement in accordance with the terms set forth hereinafter.

E. It is the intent of this Agreement to resolve any and all claims and allegations, whether based on tort, statute, contract, discrimination, retaliation, and/or otherwise Appellant has and/or that could have been asserted, as of the date of the signing of this Agreement.

F. Appellant and his representatives expressly represent and attest that no other appeals, actions, claims or lawsuits have been filed other than civil service number 13-068. Appellant and his representatives also represent there are no other lawsuits, actions, appeals, complaints or claims, whether before the Commission, in any Superior Court, Federal Court and/or any other forum, concerning any claims and allegations Appellant has or could have been asserted as of the date of the signing of this Agreement.

G. County and Appellant desire to avoid further litigation and to settle all of these disputes and issues, with no admission of guilt or wrongdoing by either party, upon the terms and conditions set forth herein.

H. It is the intent of this Agreement to resolve all claims and allegations Appellant has or that could have been asserted, whether known or unknown, suspected or unsuspected, as of the date of the signing of this Agreement. In addition, it is the intent of this Agreement to resolve all claims and allegations arising out of CSC No. 13-068 whether based on tort, statute, contract, discrimination,

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retaliation, or otherwise Appellant has and/or that could have been asserted, as of the date of the signing of this Agreement.

I. Appellant has, at all times, been advised by competent representatives of his own choice of the effect of this Agreement and represents by his signature on this Agreement he freely and willingly accepts all of the terms, conditions, undertakings, and promises contained in this Agreement. Appellant has relied upon his own legal representatives as to the effect of this Agreement.

J. Appellant understands that all of his claims, whether or not they have merit, encompassed by this Agreement will forever be released. Thus, the parties wish to resolve all disputes by this Agreement and forever release each other in accordance with the terms set forth hereinafter.

NOW, THEREFORE, in consideration of the covenants and promises herein contained it is agreed as follows:

1. The Department, upon execution of this agreement, shall rescind the letter of intent to discharge dated January 16, 2013 and the letter of discharge dated February 12, 2013. Mr. Reed is making no claim for "back-pay", benefits, and/or emoluments.

2. The parties agree, pursuant to this Settlement Agreement, that in lieu of being discharged by the Department, Mr. Reed will submit his Resignation from the Department for personal reasons which will be effective as of the close of business on February 12, 2013. Mr. Reed voluntarily signs and submits his resignation (See attached Exhibit "A"). In addition, Mr. Reed's resignation is incorporated into this Settlement Agreement. Thereafter, the signed resignation will be placed in Mr. Reed's official personnel file. The letter of discharge and this settlement agreement will be placed in a sealed envelope to be opened only upon the written consent of Mr. Reed, a valid court order, or valid order of the Sheriff.

3. If a third party outside of the County of Los Angeles (such as a prospective employer of Appellant) contacts the Department about Appellant, the person or entity shall only be advised about the dates of Appellant's employment and in which capacity. The Department shall also only state that Appellant resigned for personal reasons, with no mention of the proposed or imposed discharge action. All such inquiries about Appellant's employment history will be directed to and answered by the Department. The Department will only disclose additional information to any third party about

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Appellant with the express authorization of Appellant.

4. Mr. Reed shall dismiss with prejudice all appeals, complaints and claims filed against the County of Los Angeles or the Department connected with or arising out of the incidents that occurred and as documented in the February 12, 2013 Letter of Discharge (IAB investigations: #IV2297154 and #IV2293780). If there are any other complaints or claims filed by Mr. Reed relating to, or in any way connected with the incidents that occurred, Mr. Reed expressly and unequivocally recognizes and agrees that they are within the scope of this Agreement and shall be dismissed.

5. Upon execution of this Settlement Agreement, Mr. Reed will immediately and in any event within two (2) days of the execution of this Agreement, formally withdraw in writing his request for an appeal hearing before the Civil Service Commission concerning this matter. Further, by executing this Settlement Agreement, Mr. Reed's appeal in CSC No. 13-068 shall be deemed withdrawn and dismissed finally and irrevocably.

6. Each side, namely, Mr. Reed and the Department, shall bear its own costs of every sort and kind as well as each side's own attorney's fees, in all proceedings and with respect to all matters, events and facts addressed by and/or related in any way to this Agreement.

7. Mr. Reed agrees not to pursue any issues raised by and/or that could have been raised by his civil service appeal in any other forum whatsoever. Mr. Reed is not to pursue any further claims, actions, proceedings, complaints, protests of any sort or nature, including but not limited to, any complaint, grievance, letter complaint, or oral complaint against Respondent in connection with any allegations which relate in any way to this matter including, but not limited to, his discipline and/or the criminal and administrative investigations relating to the incidents that occurred as documented in the February 12, 2013 Letter of Discharge.

8. In consideration of the terms and conditions set forth herein, Mr. Reed agrees to fully release, acquit and forever discharge the COUNTY OF LOS ANGELES, the LOS ANGELES COUNTY SHERIFF'S DEPARTMENT, and all of their present and former officers, employees and agents of the County, and their heirs, successors, assigns, and legal representatives from any and all liability whatsoever for any and all claims arising out of, connected with and/or concerning the subject matter of the proceedings and events between the parties referred to herein.

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9. Mr. Reed understands and agrees that all of his rights under §1542 of the <u>Civil Code</u> of the State of California are hereby expressly waived and relinquished. Said §1542 reads as follows:

> "A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release, which if known by him must have materially affected the settlement with the debtor."

Mr. Reed agrees that adequate consideration supports this waiver.

10. Notwithstanding the provisions of §1542, and for the purpose of implementing a full and complete release and discharge of the released parties, Mr. Reed expressly acknowledges that this Agreement and Release are intended to include in its effect, without limitations, all claims which Mr. Reed does not know or suspect to exist against County at the time of execution, hereof, and that this Agreement contemplates the extinguishment of any claim or claims, in connection with any claim he could have brought up to and including the date of this Agreement in the federal or state laws involving employment discrimination, including any claim which was the subject of any petition filed by Mr. Reed up through the date of this Agreement with the Commission and/or any complaint filed with any Court.

11. Mr. Reed specifically acknowledges that he has not been the subject of discrimination or retaliation in any form, including, but not limited to, discrimination based upon age, race, religious creed, color, gender, national origin, ancestry, physical disability, mental disability, medical condition, marital status, parental status, filing of Worker's Compensation claims, or sex, and that he has no claim against the Department for any such discrimination or retaliation, whether any such claim is presently known or not known by him.

12. Mr. Reed acknowledges that he has read and understands the terms of this Settlement Agreement, that he has had the option of reviewing it with counsel of his own choosing and that he is relying solely upon the content of this Agreement and Release and is not relying on any other representation whatsoever of the released parties as an inducement to enter into this Agreement.

13. The terms and conditions of this Agreement, will be confidential except (1) where County regulations or policies require disclosure to County departments and/or County management

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and/or (2) where disclosure to any entity or person is required by law.

14. The parties further agree this Settlement Agreement shall not be considered, cited or used in future disputes as establishing past precedent or past employment practice. This Agreement resolves the dispute between Mr. Reed and the Department, and is not to be applied to any other facts or disputes, with the exception of any future proceedings, including, but not limited to, civil service proceedings involving, relating to and/or concerning Mr. Reed and the Department.

15. This document sets forth the entire Agreement between the parties and may not be altered, amended, or modified in any respect, except by writing duly executed by the parties affected. All other understandings, oral agreements and writings are expressly superseded hereby and are of no further force or effect. The parties agree and acknowledge this is an integrated agreement and constitutes the final expression of the parties' agreement. The parties also agree and acknowledge that this Settlement Agreement and Release is strictly subject to the Parol Evidence Rule. This Agreement may be enforced in a court of law by either party. The parties further agree that the terms of this document may be enforced by the remedy of specific performance by either party.

16. Mr. Reed agrees to cooperate fully and to execute any and all supplementary documents and to take all additional actions that may be necessary and appropriate to give full force and effect to the basic terms and intent of this Agreement and which are not inconsistent with its terms. Mr. Reed and each of his past, present and/or future representatives, attorneys and/or employees, agents and officials agree they will make no statements inconsistent with any of the provisions of this Agreement.

17. This Settlement Agreement and Release is to be construed and interpreted as if both parties participated in the drafting of this Settlement Agreement. Any ambiguities shall be resolved in favor of upholding the purpose of this Settlement Agreement.

18. Mr. Reed acknowledges and recognizes the compromise and settlement which form the basis of this Agreement have been arrived at after thorough bargaining and negotiation and represent a final, mutually agreeable compromise.

19. The date of the last signature placed on this Settlement Agreement shall hereinafter be known as the "date of execution" and/or "the effective date" of this Agreement.

20. Mr. Reed represents and agrees he has carefully read and fully understands all of the

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provisions of the Agreement, and that he is voluntarily and without duress or undue influence, entering into this Agreement.

21. It is understood and agreed that Mr. Reed is currently unaware of any claim, right, demand, debt, action, obligation, liability, or cause of action that Mr. Reed may have against the Department and/or any of its managers, law enforcement personnel, agents, servants, or employees which has not been released by Mr. Reed in this Release.

22. Mr. Reed represents and warrants that no claim, demand, cause or causes of action that he has or might have arising out of, connected with, or incidental to CSC No. 13-068, nor any portion thereof, nor any claims and potential and/or possible claims that are the subject of or addressed by this Agreement, has/have been assigned or transferred to any other person, firm or corporation including, without limitation, any parent, subsidiary or affiliate of any party, in any manner, including by way of subrogation or operation of law or otherwise.

IN WITNESS WHEREOF, the undersigned have executed this Settlement Agreement and Release on the dates hereinafter indicated. Said Agreement and release may be signed in counterparts.

Date: October 18, 2013

By: [signature]
LORNE REED, APPELLANT

Date: October 18, 2013

By: [signature]
CHIEF RICHARD J. BARRANTES
LOS ANGELES COUNTY SHERIFF'S DEPARTMENT

APPROVED AS TO FORM ONLY:

Date: October 18, 2013

By: [signature]
LESLIE WILCOX
Attorney for APPELLANT LORNE REED

LAW OFFICES OF HAUSMAN & SOSA, LLP

Date: October 18, 2013

By: [signature] for
MICHAEL A. HEIDER
Attorney for COUNTY OF LOS ANGELES, SHERIFF'S DEPARTMENT

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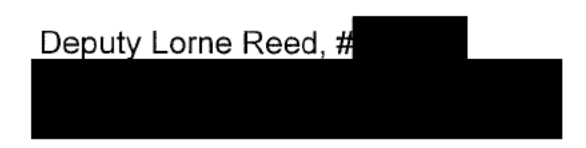


County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169

LEROY D. BACA, SHERIFF



February 12, 2013


Deputy Lorne Reed, #[redacted]

Dear Deputy Reed:

On January 16, 2013, you were served with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under File Number IAB 2297154. You were also advised of your right to review the material on which the discipline was based.

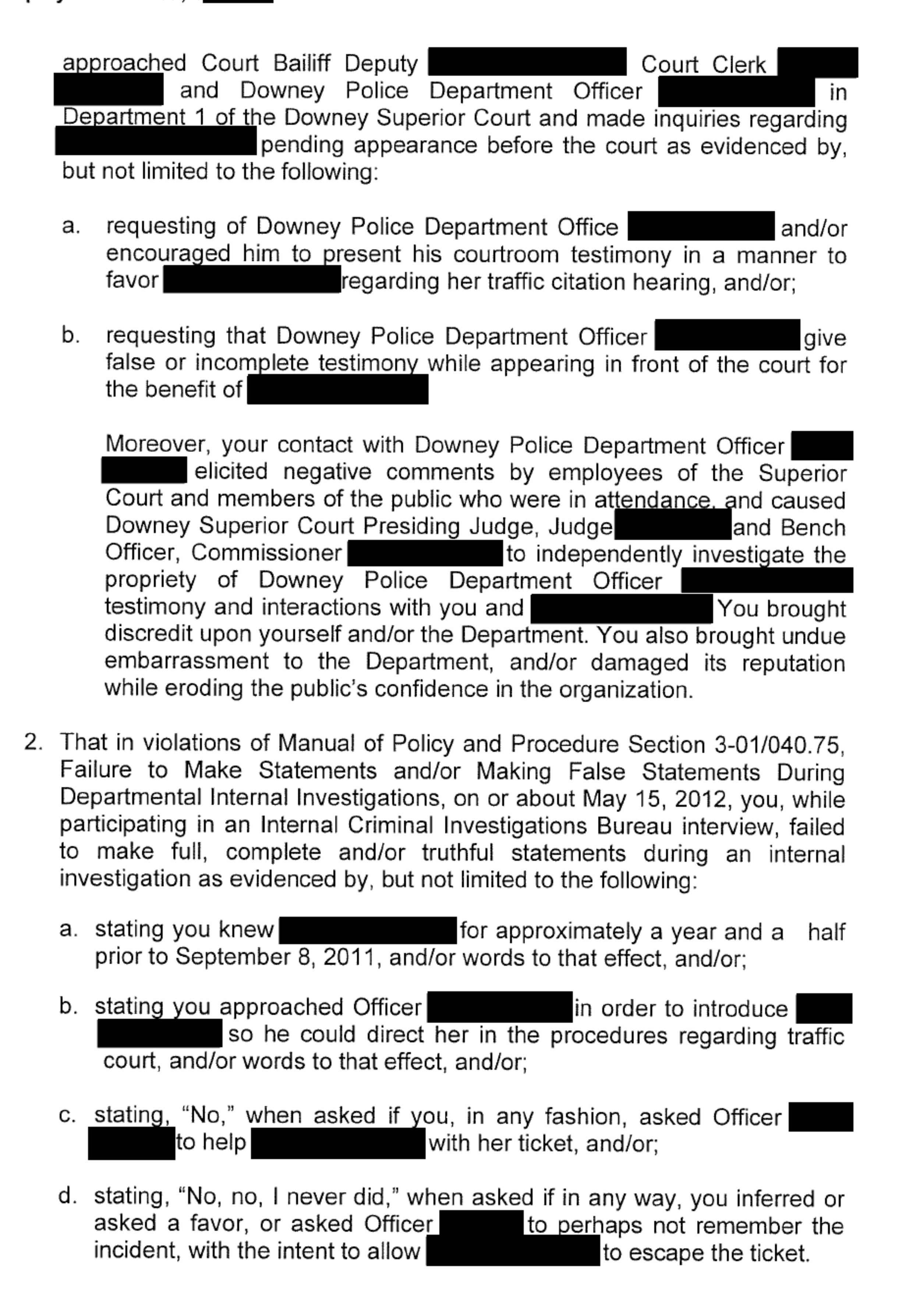
You did exercise your right to respond. However, after review and consideration of the response submitted to support your position, it has been determined that the recommended discipline is appropriate.

You are hereby notified that you are discharged from your position of Deputy Sheriff, Item No. 2708A, with this Department, effective as of the close of business on February 7, 2013.

An investigation under File Number IAB 2297154 and IAB 2293780, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

IAB File Number IV2297154

1. That in violation of Manual Sections 3-01/050.10, Performance to Standards; and/or 3-01/040.76, Obstructing an Investigation/Influencing a Witness; and/or 3-01/030.37, Unnecessary/Inappropriate Interference in an Investigation; and/or 3-01/000.10, Professional Conduct; and/or 3-01/030.05, General Behavior, on or about September 8, 2011, in Downey Superior Court, you, while on duty, failed to conform to work standards established for your position, and/or knowingly interfered with and/or unnecessarily interjected yourself into a proceeding at the court when you



approached Court Bailiff Deputy [redacted] Court Clerk [redacted] and Downey Police Department Officer [redacted] in Department 1 of the Downey Superior Court and made inquiries regarding [redacted] pending appearance before the court as evidenced by, but not limited to the following:

a. requesting of Downey Police Department Office [redacted] and/or encouraged him to present his courtroom testimony in a manner to favor [redacted] regarding her traffic citation hearing, and/or;

b. requesting that Downey Police Department Officer [redacted] give false or incomplete testimony while appearing in front of the court for the benefit of [redacted]

Moreover, your contact with Downey Police Department Officer [redacted] elicited negative comments by employees of the Superior Court and members of the public who were in attendance, and caused Downey Superior Court Presiding Judge, Judge [redacted] and Bench Officer, Commissioner [redacted] to independently investigate the propriety of Downey Police Department Officer [redacted] testimony and interactions with you and [redacted] You brought discredit upon yourself and/or the Department. You also brought undue embarrassment to the Department, and/or damaged its reputation while eroding the public's confidence in the organization.

2. That in violations of Manual of Policy and Procedure Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations, on or about May 15, 2012, you, while participating in an Internal Criminal Investigations Bureau interview, failed to make full, complete and/or truthful statements during an internal investigation as evidenced by, but not limited to the following:

a. stating you knew [redacted] for approximately a year and a half prior to September 8, 2011, and/or words to that effect, and/or;

b. stating you approached Officer [redacted] in order to introduce [redacted] so he could direct her in the procedures regarding traffic court, and/or words to that effect, and/or;

c. stating, "No," when asked if you, in any fashion, asked Officer [redacted] to help [redacted] with her ticket, and/or;

d. stating, "No, no, I never did," when asked if in any way, you inferred or asked a favor, or asked Officer [redacted] to perhaps not remember the incident, with the intent to allow [redacted] to escape the ticket.

3. That in violations of Manual of Policy and Procedure Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations, on or about November 1, 2012, you, while participating in an Internal Criminal Investigations Bureau interview, failed to make full, complete, and/or truthful statements during an internal investigation as evidenced by, but not limited to the following:

   a. stating, "I can't recall exactly what we spoke about briefly with [redacted] It was me introducing him to her, and her to him, and she had questions which she conversated with him about. I wasn't really involved in that conversation. I shortly left after that," and/or words to effect, and/or;

   b. stating, "I don't recall. I believe I let her speak as far as what information she had and questions she had for him and regarding her fighting her case," when asked if you asked Officer [redacted] if [redacted] should fight the citation, and/or words to that effect, and/or;

   c. denying that you attempted in any way to convince Officer [redacted] to extend some sort of professional courtesy to get [redacted] citation dismissed, and/or;

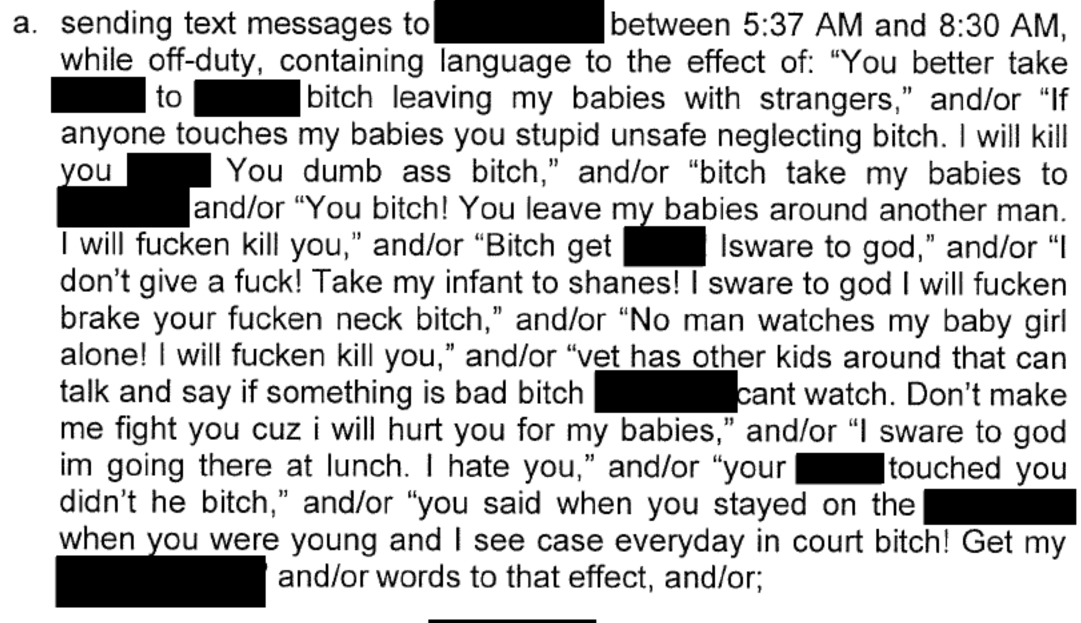
   d. stating, "No," when asked if you asked Officer [redacted] to testify that he "had no recollection about the facts of the ticket," and/or words to that effect, and/or;

   e. stating, "he said nothing...at all," when asked if Officer [redacted] told you he cannot and was not going to say that he had no recollection of the facts of the ticket, and/or words to that effect

IAB File Number IV2293780,

1. That in violation of Manual of Policy and Procedures, Section(s) 3-01/030.05, General Behavior; and/or 3-01/050.10, Performance to Standards; and/or 3-01/030.16, Family Violence; and/or 3-01/030.15, Conduct Toward Others; and/or 3-01/000.10, Professional Conduct; and/or 3-01/030.85, Derogatory Language; and/or 3-01/030.10, Obedience to Laws, Regulations, and Orders (as it pertains to Criminal Threats 422 P.C.), on or about July 27, 2011, you, failed to conform to the work standards established for your rank when you used your cellular telephone and contacted [redacted] the [redacted] and intentionally antagonized her by using coarse, profane and threatening language which communicated criminal threats based on your family relationships. You caused undue embarrassment, and/or damaged

the Department's reputation, and/or brought discredit to yourself, and/or the Department as evidenced by, but not limited to the following:



a. sending text messages to [redacted] between 5:37 AM and 8:30 AM, while off-duty, containing language to the effect of: "You better take [redacted] to [redacted] bitch leaving my babies with strangers," and/or "If anyone touches my babies you stupid unsafe neglecting bitch. I will kill you [redacted] You dumb ass bitch," and/or "bitch take my babies to [redacted] and/or "You bitch! You leave my babies around another man. I will fucken kill you," and/or "Bitch get [redacted] Isware to god," and/or "I don't give a fuck! Take my infant to shanes! I sware to god I will fucken brake your fucken neck bitch," and/or "No man watches my baby girl alone! I will fucken kill you," and/or "vet has other kids around that can talk and say if something is bad bitch [redacted] cant watch. Don't make me fight you cuz i will hurt you for my babies," and/or "I sware to god im going there at lunch. I hate you," and/or "your [redacted] touched you didn't he bitch," and/or "you said when you stayed on the [redacted] when you were young and I see case everyday in court bitch! Get my [redacted] and/or words to that effect, and/or;

b. sending text messages to [redacted] between 8:30 AM and 11:30 AM, while on-duty, containing language to the effect of: "Fuck you, don't leave [redacted] with strangers or [redacted] alone with a man. Bitch!" and/or "Get [redacted] there I will be there at noon to take her somewhere else. You better never leave [redacted] alone with a man again or I will kill you!" and/or "You better stop being so stupid with [redacted] and/or "[redacted] aen't picking up his phone he betterbe there, I sware to god you unsafe cunt! I'm going there at lunch and if she is there alone with a man, I am taking he to my homegirls house, so I now [redacted] is ok!!" and/or "[redacted] better not be left alone with a strange man when I get there stupid," and/or "kids Priority to make sure we are SAFE FROM YOU!!!!" and/or "I already told him what you did, he thinks you crazy too, he'r the one letting me go at lunch to rescue [redacted] you stupid ass," and/or "you trust anyone with [redacted] you are stupid," and/or "for [redacted] im crazy and you act stupid."

c. stating in a voicemail message sent to [redacted] cellular telephone, words to the effect of: "Listen. I swear to God. If [redacted] is over there with that mother fucking nigger, when I get fucking off work, in fact, fuck that, I'm coming over there at lunch time, when I go to lunch, I'm going over there to your house. If [redacted] there, I'm going to take her over to a female's house that I fucking trust, and I swear to God, you won't fucking see her tonight. You let [redacted] stay over there with a man, I will fucking kill you, you God damn bitch."

d. being named as a suspect in a Criminal Threats crime report (911-05809-1516-339) and served an Emergency Protective Order (T113324).

e. sending text message to [redacted] at 10:47 AM, in an attempt to dissuade [redacted] from bringing this matter to the attention of law enforcement and/or the Department by stating words to the effect of: "I already told him what you did, he thinks you crazy too, he'r the one letting me go at lunch to rescue [redacted] you stupid ass."

2. That in violation of Manual of Policy and Procedures, Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations, on or about July 27, 2011, you failed to make full, complete, and/or truthful statements during a Departmental internal investigation as evidenced by, but not limited to the following:

   a. stating you had "taken a lot of 288 cases on ride-alongs," when specifically asked if you had ever written any criminal complaints or crime reports, and/or;

   b. stating, "I said a Sergeant…if I told the Sergeant what was going on, they would probably send me to go rescue [redacted] into that situation," when asked if you specifically told [redacted] that a sergeant told you to go home and rescue [redacted]

3. That in violation of Manual Policy and Procedures, Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations, on or about September 27, 2012, you failed to make full, complete, and/or truthful statements during a Departmental internal investigation as evidenced by, but not limited to the following:

   a. stating in response to questions regarding your relationship or knowledge of [redacted] "I don't know him. I didn't characterize him as anything except somebody that was supposed to be there to help the [redacted] with math homework," and/or "To the best of my knowledge I believe that was the first time I think I've ever spoke with him," and/or "If I was there, I wouldn't have known who he was," and/or words to that effect.

Additional facts and grounds for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

In taking this disciplinary action, your record with this Department has been considered, and a thorough review of this incident has been made by Department executives, including your Unit and Division Commanders.

You may appeal the Department's action in this matter pursuant to Rules 4.02, 4.05 and 18.02 of the Civil Service Rules.

You may, if you so desire, within fifteen (15) business days from the date of service of this notice of discharge, request a hearing on these charges before the Los Angeles County Civil Service Commission, 222 North Grand Avenue, Los Angeles, California 90012.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

LEROY D. BACA, SHERIFF

RICHARD J. BARRANTES, CHIEF
COURT SERVICES DIVISION

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures and Civil Service Rules.

RJB:KM:AEA:bs

c: Advocacy Unit
Richard J. Barrantes, Chief, Court Services Division
Anselmo C. Gonzalez , Captain, Court Services East Bureau
Internal Affairs Bureau
Office of Independent Review (OIR)
Kevin E. Hebert, Captain, Personnel Administration